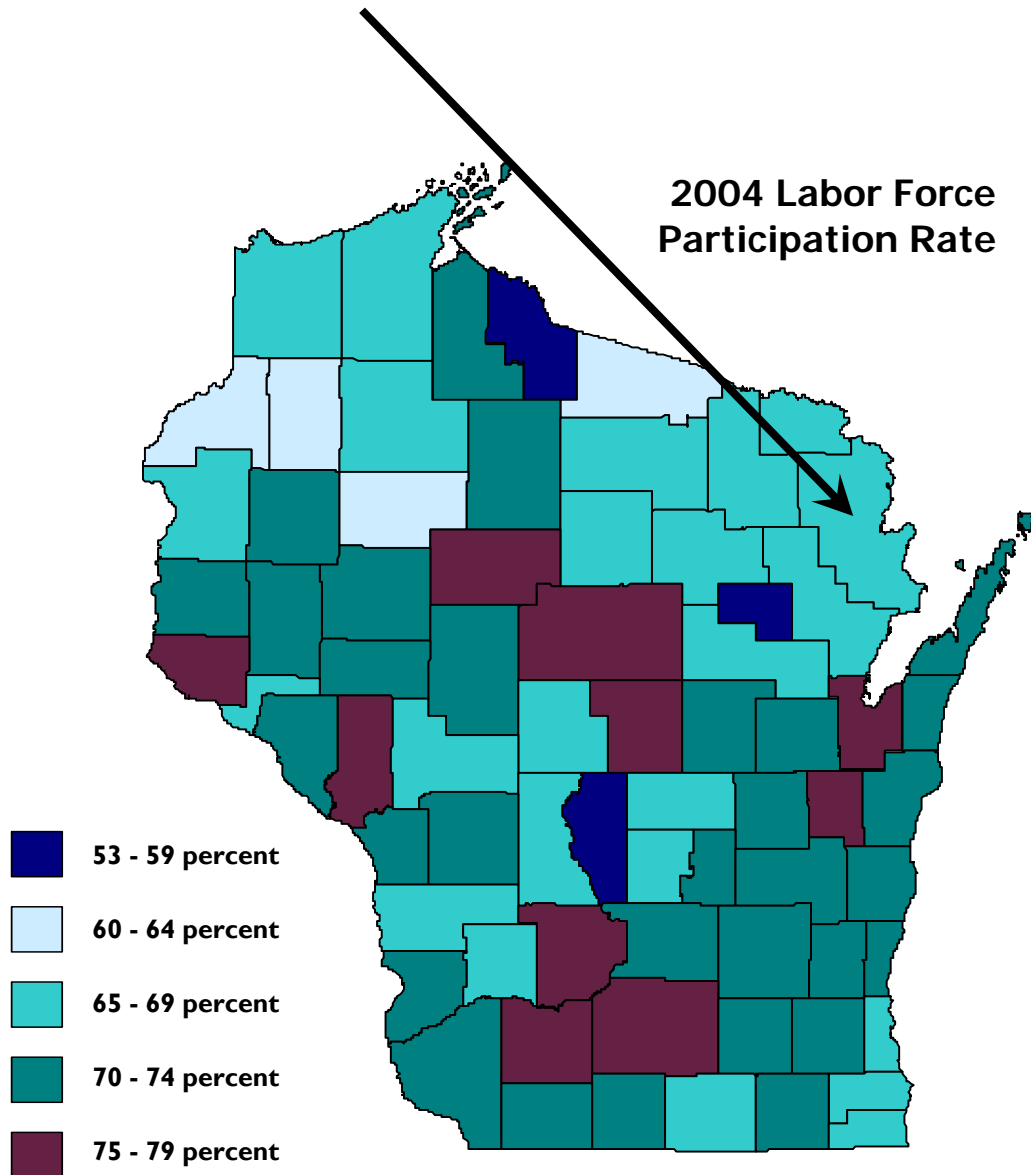


Marinette County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

Regional contact:
Dick Seidemann
Office of Economic Advisor
3620 Wilgus Av.
Sheboygan, WI 53081
920.208.5809
Richard.Seidemann@dwd.state.wi.us



State of Wisconsin
Department of Workforce Development
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County Population and Labor Force

The growth rate of Marinette County's population was significantly less than either the state and nation between 2000 and 2005. Since 2000, the population in the county increased by 1,087 residents. Projections for the period 2000 to 2020 indicate that the county will continue to have a lower growth rate than the state and the nation. The overall growth rate for the county between 2000 through 2020 is expected to be 4.3 percent, compared to 13.9 percent for the state and 19.3 percent for the nation.

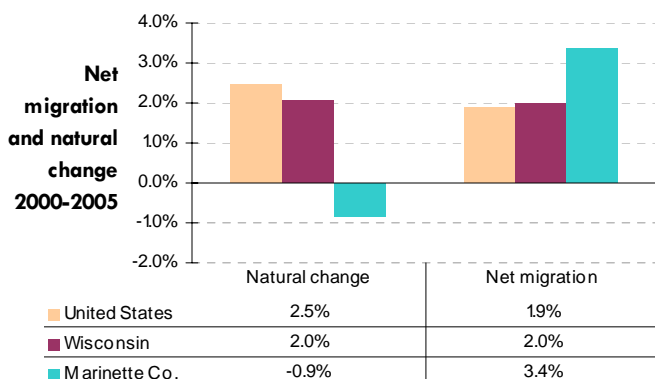
The percent of the population aged 16 and over that is currently in the labor force is 64.5 percent. This is below the statewide average of 70.8 percent and the nation's participation rate of 65.4 percent. The percentage of workers in the labor force fluctuates on a monthly and annual basis depending on where we are in the economic cycle during the year as well as how the overall economy is doing. Generally, the participation rate in Wisconsin is above the national average. Wisconsin's labor force participation rate is usually in the top five nationally. A disadvantage of a high participation rate is restrictions on future job growth for the region. How do you create more jobs, if there is not a pool of available workers?

The county's participation rate which is less than the average for Wisconsin, however, this does not necessarily mean that the area has a surplus of workers available to enter the labor force. The make-up of the county's population by age group is very different than the state and nation. The percentage of the population in the youngest group (16 to 24 years old) is about the same as the nation, but drops off significantly in the 25 to 59 year old group. This is the group that has the trained and experienced workers.

Five largest municipalities in Marinette County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Marinette County	43,384	44,471	1,087	2.5%
Marinette, City	11,749	11,593	-156	-1.3%
Peshigo, Town	3,702	3,956	254	6.9%
Peshigo, City	3,474	3,505	31	0.9%
Stephenson, Town	3,065	3,276	211	6.9%
Porterfield, Town	1,991	2,081	90	4.5%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



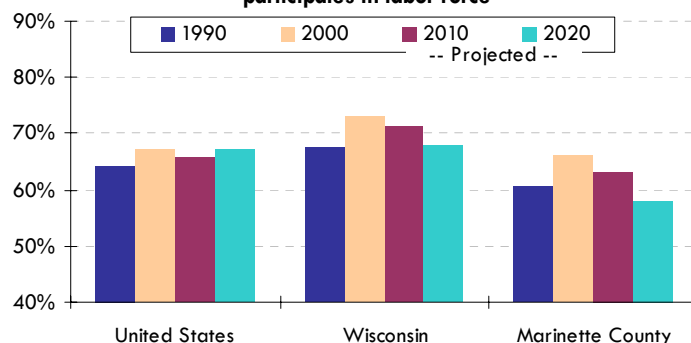
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Marinette County
Total population in 2000	281,424,602	5,363,715	43,384
Population est. Jan. 1, 2005	295,160,302	5,580,757	44,471
Change	13,735,700	217,042	1,087
% change	4.9%	4.0%	2.5%
2005 Labor force population*	224,837,000	4,339,938	35,964
Share of total population	76.2%	78%	80.9%
Labor force	147,125,000	3,071,179	23,208
Labor force participation rate	65.4%	70.8%	64.5%
2005 Population 16 yrs. & over	228,621,674	4,417,313	36,541
16-24 yrs old	37,489,370	743,764	6,108
Share of population 16+ yrs	16.4%	16.8%	16.7%
25-59 yrs old	142,248,896	2,708,865	19,906
Share of population 16+ yrs	62.2%	61.3%	54.5%
60 yrs and older	48,883,408	964,684	10,528
Share of population 16+ yrs	21.4%	21.8%	28.8%
Projected population: 2020	335,804,546	6,110,878	45,251
Population 16 yrs. & over	264,085,104	4,869,573	37,872
16-24 yrs old	37,918,865	681,586	3,503
Share of population 16+ yrs	14.4%	14.0%	9.2%
25-59 yrs old	150,678,402	2,756,884	19,046
Share of population 16+ yrs	57.1%	56.6%	50.3%
60 yrs and older	75,487,837	1,431,103	15,323
Share of population 16+ yrs	28.6%	29.4%	40.5%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

The oldest age group, those over 60, is well above the state and national average. This group is at or is near retirement and is less likely to be in the labor force. By 2020 this group will comprise over 40 percent of the county's labor force aged population. Both of the younger groups will have a lower percentage of the county's population than that of the state and nation.

Revised Labor Force

The county's labor force had its largest increase of workers between 1999 and 2000 when it increased by 1,171 workers. This was the period just before the most recent recession. However, the large increase in labor force at this point in time may be the result of a change in the estimating process brought about by the 2000 census. This created a break in the data.

The county's unemployment rate reached its lowest point in and 2000 at 4.3 percent. During the last fourteen years, the county's unemployment rate has been above the state and national averages. The unemployment rate in the county increased with the onset of the recession in 2001. Although the recession also ended in 2001, the unemployment rate continued to rise through 2003 when it reached 7.2 percent. Since that time, the number of unemployed and the rate has dropped. Currently the labor force for the county is at 23,208. Although the unemployment rate has moderated during the last year, the number of workers estimated to be unemployed remains above the long term average of 1,344.

Marinette County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	19,255	17,899	1,356	7.0%
1991	19,620	17,871	1,749	8.9%
1992	19,767	18,124	1,643	8.3%
1993	19,821	18,361	1,460	7.4%
1994	19,945	18,633	1,312	6.6%
1995	20,146	18,980	1,166	5.8%
1996	20,384	19,173	1,211	5.9%
1997	20,885	19,775	1,110	5.3%
1998	21,469	20,247	1,222	5.7%
1999	21,354	20,360	994	4.7%
2000	22,525	21,558	967	4.3%
2001	22,761	21,425	1,336	5.9%
2002	22,936	21,423	1,513	6.6%
2003	23,460	21,780	1,680	7.2%
2004	23,208	21,763	1,445	6.2%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

The focus of this county's analysis to this point has been on quantitative changes in Marinette County's population and labor force. At this point we will move to information on the quality of the county's labor force in comparison with the state and nation by age and gender.

Among the ways which experts measure the overall quality

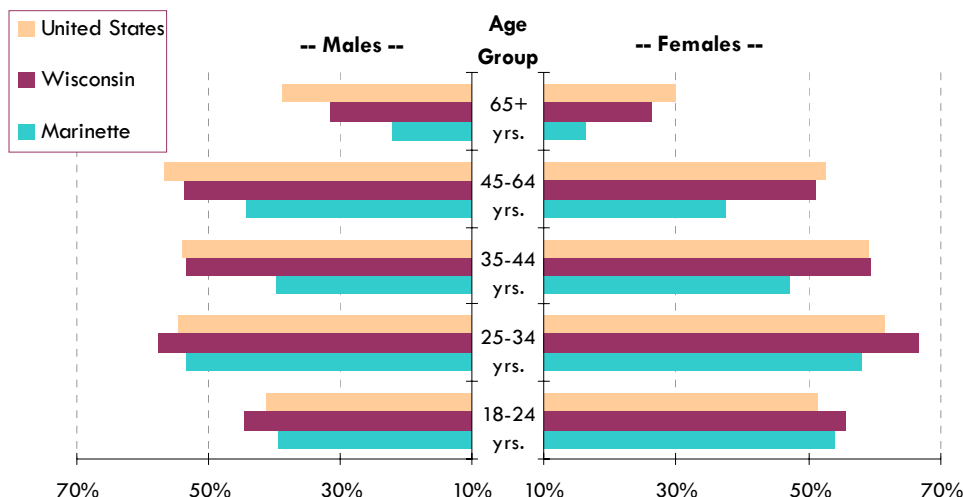
of a region's skilled workforce is through an analysis of the level of education attainment among the population. An example of this type of analysis is depicted in the graph below. In reviewing this data, a number of significant trends are apparent.

The county is surpassed by the state and national averages at

all of the five age levels for both male and females as to the level of post-secondary education (measured as attendance at either a technical or community college and/or four-year college or university) with the exception of females in the 18 to 24 year group. In this group the percentage of females with post secondary education is 53.9 percent, above the national average of 51.3 percent.

The percentage of females in the county exceed males with post-secondary education in every age bracket through age 44. This same trend is true for both the state and nation.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

The average wage for all jobs in Marinette County in 2004 was \$29,938. Wages in the county were at 86.2 percent of the statewide average. The only industry group in the county that had an average wage above the state average was natural resources.

The highest paid industry in the county is manufacturing at \$41,081. The wages in this industry, were very close to the statewide average (93.1 percent). This is most likely influenced by high wages in the paper and ship-building industries within the county.

Manufacturing not only had the highest average wage in the county, it was also the greatest source of the county's wages. Manufacturing provided over \$259.3 million in wages to its workers. This industry also had the greatest number of workers in the county with 6,313 jobs. While manufacturing jobs have fluctuated a great deal over the last several years, it was stable between 2003 and 2004 with an overall loss of 13 jobs.

Other major industry groups in the county with large employment include the trade, transportation and utilities industry with 3,810 jobs and the education and health care industry with 3,788 jobs. These three industries provide nearly 3 out of every four jobs in the county and over 80 percent of the wages in the county.

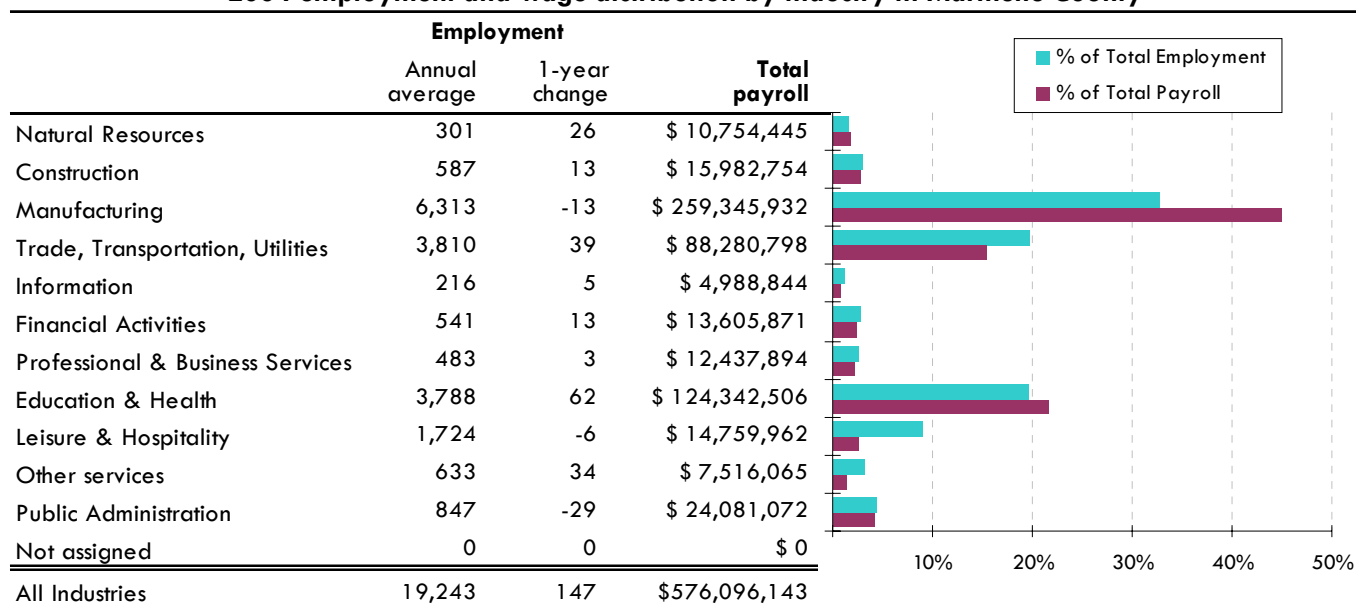
Average Annual Wage by Industry Division in 2004

	2004	2004		
	Average Annual Wage	Average Annual Wage	Percent of	1-year
	Wisconsin	Marinette County	Wisconsin	% change
All Industries	\$ 34,749	\$ 29,938	86.2%	3.8%
Natural resources	\$ 27,399	\$ 35,729	130.4%	4.0%
Construction	\$ 41,258	\$ 27,228	66.0%	4.0%
Manufacturing	\$ 44,145	\$ 41,081	93.1%	3.8%
Trade, Transportation, Utilities	\$ 30,088	\$ 23,171	77.0%	3.2%
Information	\$ 41,759	\$ 23,096	55.3%	8.1%
Financial activities	\$ 45,103	\$ 25,149	55.8%	4.0%
Professional & Business Services	\$ 39,580	\$ 25,751	65.1%	7.1%
Education & Health	\$ 36,408	\$ 32,825	90.2%	5.0%
Leisure & Hospitality	\$ 12,295	\$ 8,561	69.6%	-1.4%
Other services	\$ 20,207	\$ 11,874	58.8%	1.6%
Public Administration	\$ 36,347	\$ 28,431	78.2%	3.1%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

While an area needs to have diversity in the types of industries it has, it is also useful to look at the ratio of jobs to wages of an industry. Manufacturing generally provides a greater share of wages to the economy in relation to the number of jobs. In Marinette County, manufacturing provides 32.8 percent of the jobs, but 45.0 percent of the wages. This is the converse of the leisure and hospitality industry with 9.0 percent of the county's jobs, but only 2.6 percent of the county's wage base.

2004 employment and wage distribution by industry in Marinette County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Marinette County

Establishment	Product or Service	Size (Dec. 2004)
Karl Schmidt Unisia Inc	Carburetor, piston, ring, & valve mfg.	1000+ employees
Marinette Marine Corp	Ship building & repairing	500-999 employees
Waupaca Foundry Inc	Iron foundries	500-999 employees
Bay Area Medical Center Inc	Gen. medical & surgical hospitals	500-999 employees
Ansul Inc	All other misc. mfg.	500-999 employees
Marinette Public School	Elementary & secondary schools	250-499 employees
County of Marinette	Executive & legislative offices, combined	250-499 employees
Stora Enso North America Corp	Paper, except newsprint, mills	250-499 employees
Aerial Co Inc	Service estab. equip. merchant whslrs	250-499 employees
Decrane Aircraft Seating Co Inc	Motor vehicle seating & interior trim mfg.	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Marinette County

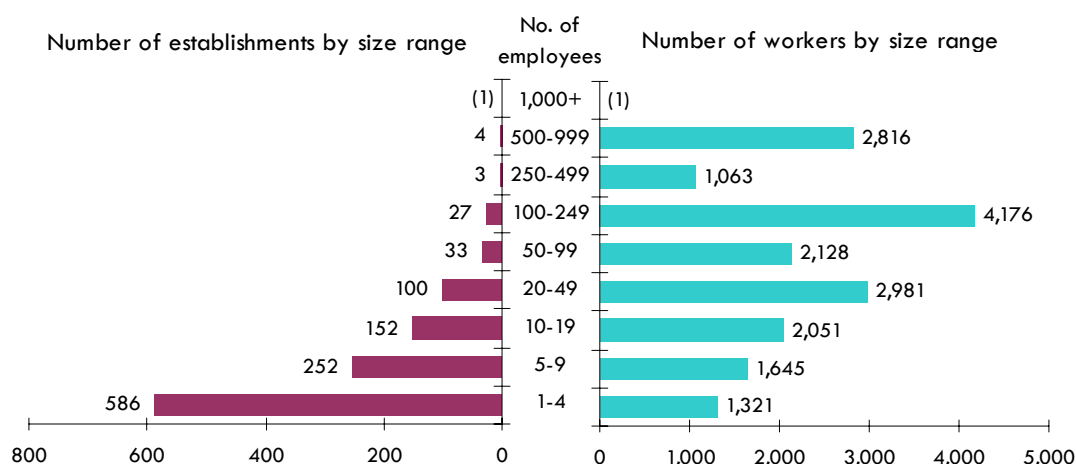
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Transportation equipment manufacturing	7	2,149	-73	66
Educational services	12	1,475	23	36
Food services and drinking places	103	1,200	-86	-26
Primary metal manufacturing	3	918	39	not avail.
Nursing and residential care facilities	12	870	-7	7
Paper manufacturing	3	759	-55	-209
Hospitals	*	*	not avail.	not avail.
Ambulatory health care services	52	705	28	138
Executive, legislative, & gen government	28	687	20	37
Miscellaneous manufacturing	*	*	not avail.	not avail.

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Marinette County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Marinette County has a greater percentage of jobs in manufacturing than the state and nation, (32 percent versus about 18 percent for Wisconsin and about 11 percent for the nation). This is reflected in the county's largest employers and industries. Six of the ten largest employers in the county are in manufacturing and 4 of the largest industry groups are manufacturing.

In the top ten employers county government and Marinette Public Schools are included. It is not unusual for government services and schools to be a part of the ten largest employers in the county. These employers are limited in number and provide services to large sectors of the population. Therefore, they tend to have a concentrated number of workers. Most counties will also have health care listed in the top ten employers and industries for the same reasons.

The graph on the bottom of this page indicates that the majority of the county's employers are small with less than 9 employees (72.5 percent), however, they only provide 16.3 percent of the county's jobs. Employers with at least 100 workers employ 44.3 percent of the workers, but represent only 2.9 percent of the employers.

Per Capita Personal Income

One other aspect of looking at the economy of a county is the per capita personal income (PCPI) in the county. Because the income is derived from all sources, it tells more than just what the wages or types of jobs are available. The latest PCPI available is for the year 2003. PCPI in Marinette County was \$25,448. The county's PCPI ranks 39th out of the state's 72 counties in amount and 9th in its five year growth rate. PCPI in the county was \$5,237 below the state, and \$6,024 less than the national average.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from holdings, accrued interest, rental property income, retirement benefits, social security and other government transfer payments.

The ranking of the county's PCPI is low in the state. The lower ranking is due in part because Marinette County is primarily rural and PCPI and average wages in rural counties are generally lower than in larger urban areas.

Total per capita income is influenced by sources of income other than wages. Net earnings make up 64.0 percent of the county's total income. This is lower than the state average which is 69.9 percent. Remaining income in the county comes from dividends, interest, rental property income (15.2 percent) and transfer payments (20.7 percent). This differs from the break out of these sources for the state where 14 percent comes from transfer payments and 16.2 from dividends.

The county's sources of in-

come reflects the age profile of the county compared with the state. The county has a greater share of it's population at or near age 60 age compared to the state. This indicates that a greater share of income would come from transfer payments, which includes retirement benefits.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Wausara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005